
STATUTORY INSTRUMENTS

1999 No. 917

EDUCATION, ENGLAND AND WALES

**The Education (School Teachers'
Pay and Conditions) Order 1999**

<i>Made</i>	- - - -	<i>19th March 1999</i>
<i>Laid before Parliament</i>		<i>22nd March 1999</i>
<i>Coming into force</i>	- -	<i>12th April 1999</i>

Whereas the review body appointed under section 1(1) of the School Teachers' Pay and Conditions Act 1991(1) ("the Act") have made a report following the reference to them of certain matters;

And whereas the Secretary of State has consulted, in accordance with section 2(1) and (2) of the Act(2), such associations of local education authorities, such bodies representing the interests of governors of voluntary, grant-maintained and grant-maintained special schools and such bodies representing school teachers as appeared to him to be concerned;

Now, therefore, the Secretary of State, in exercise of the powers conferred by sections 2(1), (3) and (4) and 5(4) of the Act(3) hereby makes the following Order:

Citation and commencement

1. This Order may be cited as the Education (School Teachers' Pay and Conditions) Order 1999 and shall come into force on 12th April 1999.

Application

2. This Order applies to school teachers (as defined in section 5(1) and (2) of the School Teachers' Pay and Conditions Act 1991(4)) in England and Wales.

(1) 1991 c. 49. The provisions of the Act extend to grant-maintained special schools by virtue of S.I.1994/653.
(2) Section 2(1) is prospectively amended by paragraphs 24 and 26(a) of Schedule 30 to the School Standards and Framework Act 1998 (c. 31), and section 2(2) is prospectively repealed by paragraphs 24 and 26(b) of that Schedule.
(3) Section 2(3) and (4) is amended by paragraphs 24 and 26(c) and (d) of Schedule 30 to the School Standards and Framework Act 1998.
(4) The definition of "school teacher" in section 5(1) is prospectively amended by paragraphs 24 and 28(2)(a) of Schedule 30 to the School Standards and Framework Act 1998.

School Teachers' Pay and Conditions

3. The School Teachers' Pay and Conditions Document 1998(5) shall be amended with effect from 1st April 1999 as follows:

(a) for paragraph 4.1 there shall be substituted—

“4.1 From 1st April 1999 a head teacher or deputy head teacher shall be paid such salary based on the pay spine set out in paragraph 4.3 as the relevant body shall determine in accordance with paragraph 4.4.”;

(b) the following table shall be substituted for the tables in paragraph 4.3—

“Pay Spine from 1st April 1999

<i>Spine Point</i>	<i>Annual Salary</i> £
1	27,258
2	27,708
3	28,155
4	28,602
5	29,046
6	29,490
7	29,946
8	30,381
9	30,843
10	31,287
11	31,725
12	32,175
13	32,619
14	33,075
15	33,516
16	33,963
17	34,410
18	34,860
19	35,304
20	35,748
21	36,354
22	36,939
23	37,539

(5) ISBN 0 11 271038 7; the Document was given effect by the Education (School Teachers' Pay and Conditions) (No. 2) Order 1998 (S.I. 1998/1884).

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<i>Spine Point</i>	<i>Annual Salary</i> £
24	38,136
25	38,733
26	39,324
27	39,921
28	40,521
29	41,115
30	41,868
31	42,603
32	43,350
33	44,094
34	44,841
35	45,585
36	46,329
37	47,076
38	48,114
39	49,158
40	50,205
41	51,243
42	52,281
43	53,334
44	54,372
45	55,413
46	56,460
47	57,501
48	58,545
49	59,592
50	60,624
51	61,665”;

(c) the following tables shall be substituted for the tables in paragraph 4.4.2–

“From 1st April 1999 Head Teachers

<i>Group</i>	<i>Spine point</i>	<i>Range</i> £
1	3–15	28,155–33,516

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<i>Group</i>		<i>Spine point</i>	<i>Range £</i>
2	1(S)	8–22	30,381–36,939
3	2(S)	15–29	33,516–41,115
4	3(S)	23–37	37,539–47,076
5	4(S)	31–44	42,603–54,372
6		38–51	48,114–61,665

Deputy head teachers

<i>Group</i>		<i>Spine point</i>	<i>Range £</i>
1		1–8	27,258–30,381
2	1(S)	2–10	27,708–31,287
3	2(S)	4–13	28,602–32,619
4	3(S)	8–20	30,381–35,748
5	4(S)	15–26	33,516–39,324
6		22–34	36,939–44,841”;

(d) for paragraph 9.1 there shall be substituted–

“**9.1** From 1st April 1999 a classroom teacher shall be paid such salary based on the pay spine set out in paragraph 9.2 as the relevant body shall determine in accordance with paragraphs 9.3, 9.4 and 20.1 (unqualified teacher becoming qualified).”;

(e) the following table shall be substituted for the tables in paragraph 9.2–

“Pay Spine from 1st April 1999

<i>Spine point</i>	<i>Annual salary £</i>
0	13,830
0.5	14,241
1	14,658
1.5	15,093
2	15,537
2.5	15,957
3	16,383
3.5	16,821
4	17,274
4.5	17,778
5	18,303

<i>Spine point</i>	<i>Annual salary</i> £
5.5	18,846
6	19,407
6.5	19,980
7	20,571
7.5	21,180
8	21,804
8.5	22,485
9	23,193
9.5	23,904
10	24,630
10.5	25,353
11	26,097
11.5	27,120
12	28,179
12.5	29,103
13	30,057
13.5	31,236
14	32,460
14.5	33,180
15	33,915
15.5	34,674
16	35,448
16.5	36,231
17	37,041”;

(f) the following table shall be substituted for the table in paragraph 15.1–

<i>“Spine Point</i>	<i>Annual Salary</i> £
1	26,082
2	26,547
3	27,015
4	27,480
5	27,945
6	28,410
7	28,878

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<i>“Spine Point</i>	<i>Annual Salary</i> £
8	29,343
9	29,808
10	30,273
11	30,741
12	31,362
13	31,983
14	32,604
15	33,225
16	33,846
17	34,467
18	35,088
19	35,709
20	36,330
21	36,951
22	37,725
23	38,502
24	39,279
25	40,056
26	40,830
27	41,607”;

(g) for paragraph 16.1 there shall be substituted—

“**16.1** From 1st April 1999 an unqualified teacher (except one to whom paragraph 19 applies) shall be paid such salary based on the following pay scale as the relevant body shall determine in accordance with paragraphs 16.2 to 16.7 and 18:

From 1st April 1999

<i>Scale Point</i>	<i>Annual Salary</i> £
1	11,628
2	12,147
3	12,657
4	13,182
5	13,713
6	14,226
7	14,748

<i>Scale Point</i>	<i>Annual Salary</i> £
8	15,966
9	17,349
10	18,390”; and

(h) for paragraph 22.1 there shall be substituted—

“**22.1** A teacher serving in the London Area shall receive a London Area allowance of:

- (a) if he is serving in the Inner London Area £2,241 per annum from 1st April 1999;
- (b) if he is serving in the Outer London Area, £1,476 per annum from 1st April 1999; and
- (c) if he is serving in the Fringe Area, £573 per annum from 1st April 1999.”.

19th March 1999

Estelle Morris
Minister of State,
Department for Education and Employment

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EXPLANATORY NOTE

(This note is not part of the Order)

This Order amends the School Teachers' Pay and Conditions Document 1998 by uprating the amounts of salary and certain allowances. The following are increased—

- (a) the head and deputy head teachers' pay spine and ranges set out in paragraph 4 of the Document;
- (b) the classroom teachers' pay spine set out in paragraph 9 of the Document;
- (c) the advanced skills teachers' pay spine set out in paragraph 15 of the Document;
- (d) the unqualified teachers' pay scale set out in paragraph 16 of the Document; and
- (e) the London Area allowances set out in paragraph 22 of the Document.

The increases are from 1st April 1999.

The Document is published by Her Majesty's Stationery Office and is obtainable from book shops of The Stationery Office Limited and through booksellers.

The retrospective effect of these changes is authorised by section 2(4)(f) of the School Teachers' Pay and Conditions Act 1991.